

**Letter of Agreement  
Between the  
Constatantine Public School District  
And  
Constantine Education Association (CEA)**

RE: 2012-2013 School Calendars (Article A-4)

This agreement will be effective as of the 1<sup>st</sup> Day of July 1, 2012 and shall continue in effect for the duration of the agreement.

It is hereby agreed:

Professional Development Days

**Current:** Professional Development Days – Tuesday, August 28 & Thursday, August 30

**Change:** Professional Development Days – Tuesday, August 28 & Wednesday, August 29

Parent/Teacher Days

**Current:** Parent/Teacher Conferences October 22-25

**Change:** Parent/Teacher Conferences – Schedule by Building

- **Compensation Day for Conferences would move from Friday, October 26 to Wednesday, November 21**

Martin Luther King Day/Mid-Winter Break

**Current:** Attend school on this day, January 21, 2013


**Change:** Mid-Winter Break would remain Friday, February 22 & Monday, February 25 for staff and students. An additional day Tuesday, February 26 would be an additional off-day for students and a professional development day for staff Mike Mattos training.

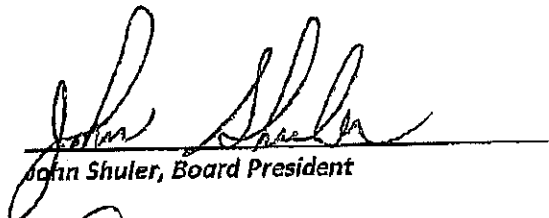
Total Membership Days

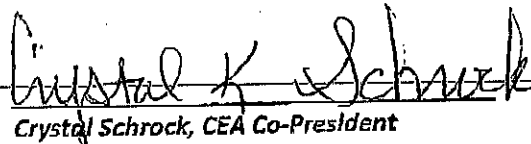
**Current:** Based on 170 membership days (over 1,098 hours) for students and 5 professional development days for staff.

**Change:** Based on 170 membership days (over 1,098 hours) for students and 6 professional development days for staff.

**For the Constantine Education Association (CEA)**      **For the Board of Education**

  
Barb Wittenberg, CEA Co-President

  
John Shuler, Board President

  
Crystal Schrock, CEA Co-President

  
Chuck Frisbie, Superintendent